



RESULTS RECRUITING

effective strategies for recruiting quality homes

How to Recover Recruiting Momentum After a Dead Stop

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3 Stages in Recruitment System Development

1. Essentials- low investment, low activity and low growth
2. Systematizing- mid-level investment, mid-level action and slow but steady growth
3. Strategic- high investment, high action, high intensity and predictable/high growth

TIP: Use the "Stages Graphic" (additional pdf) as a roadmap. **The goal is to make the transition from where you are now and the next stage clearly visible and within reach.**

Law of Action

"Paying attention to the steps and processes you've created and doing that well, day after day, will pay off in reaching and onboarding new foster families."

Law of Action states that we cannot control outcomes, but what we can control is effort.

TIP: Use “Effort Wheel” (additional pdf) to see what areas in your recruitment need more focused attention.

How do you know what needs more attention? It is not always the most urgent thing. Use the “Efforts Wheel” and “Stages Graphic” to identify the effort(s) that is less developed than others and that holds the most potential for producing results.

Succession states that what is happening today is connected to the decisions and actions made yesterday and the week before that.

What recruiting efforts are necessary to apply now so that you can do other efforts later?

“The best time to plant a tree was 20 years ago... the second-best time to plant a tree is today.” Chinese Proverb

By implementing one recruiting effort, you’re setting up the next effort that then leads to the next effort, and this sequence is what produces *momentum*.

3 Steps to Get Your Recruitment Moving Again

1. Pay attention to your mindset!

Your outlook on where you are and your perspective on the possibilities of success or failure will have a huge impact on how you personally move forward.

2. Expand your circle of positive, out-of-the-box thinkers with whom you interact

Set yourself on the path of rebuilding recruiting momentum by focusing in on just 3-4 mentoring voices. Take in the perspectives of people based on where you need to experience the most growth.

3. Take the time to make clear plans.

Use the content of the "Stages Graphic" and the "Effort Wheel" to identify a clear action plan. Forward movement requires a roadmap, a clear picture of where you want or need to go.

What's the most important next step for you professionally as a recruiter? What's the next vital step for your recruiting system to reach its best potential?

3 Criteria Your Action Plan Must Meet

1. Action steps need to be stated in the positive. "I will start doing _____" is much more powerful and motivating than, "I will stop doing _____."
2. Action steps must be focused on things that are under your direct control. Your action plan needs to include steps that you can do without depending on someone to do something first.
3. Action steps must be limited in number and confined to shorter timeframes. Make an action plan that includes no more than three steps and that can be accomplished within two weeks.

"Some is not a number and soon is not a time."

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